

Dr. James (Jim) G. Andrews

Dr. James (Jim) G. Andrews is an organizational and leadership development professional. Jim has worked with four national consulting firms as an external consultant to client companies in the areas of executive assessment and development, pre-hire assessment, executive coaching, career development, team development, change management, and developing high performance individuals and organizations. Jim has also worked internal as Vice President of Organizational Development and Human Resources for two private sector companies. Jim was Lieutenant. Commander in the U.S. Navy serving at the Naval Regional Medical Center in Oakland, CA.

Jim taught Business Communication at the HAAS School of Business, Berkley, CA.; Organizational Behavior and Decision Making at Dominican University, San Rafael, CA.; Sports Psychology at the University of San Francisco, San Francisco, CA; and Psychology at the University of Tennessee, Knoxville, TN. He is an accomplished author with a number of published works to his credit, e.g., *Workers' Identity Issues Effecting Mergers and Acquisitions*, White Paper 2005; Society of Human Resource Management (SHRM); *Facilitating Conflict Resolution: Four Behavioral Cornerstones*, 2006 Sourcebook, Association of Training and Development (ASTD); *Group Consensus Decision Making*, Organizational Design and Development, Inc., Houston, TX, 1999; *Intuitive Decision Making Profile*, Organizational Design and Development, Inc. Houston, TX, 1999; *Managing the Aftermath of Downsizing*, December 1995, HR Tools Conference, Orlando, FL .

Jim is a past President of the American Association for Training and Development, Golden Gate Chapter, San Francisco, and a past Chair of the Northern California Human Resource Association. He received his PhD in Psychology from the University of Tennessee, Knoxville, Tennessee, and his BA from the Jesuit's at Fairfield University, Fairfield, Connecticut.

Jim is a private pilot, skier, scuba diver and continues to play competitive golf. Jim and his wife Gayla have two girls and five grandchildren.